

# Springer liberty university organizational design and structure



BUSBIES Dry. Johnny Maddox August 19, 2013 Q: Why is shared information so important in a learning organization in comparison to an efficient performance organization? A: Whenever you share information it promotes collaboration and communication between specific groups. It helps identify problems and solve particular issues within an organization. Sharing information, keeps the lines of communication open and the natural flow of ideas enhances learning, and keeps people connected.

Sharing information ensures that all employees are aware of issues and serves the goal of open communication, equality, change, personal development, awareness and continuous improvement that will benefit the organization. A learning organization follows a horizontal structure and puts emphasis " self -directed teams," which may include members from several functional areas. Frederick Taylor pioneered an efficient performance organization during the industrial revolution by retooling workers to improve efficiency and labor productivity (Daft, 2013, p. 5). These insights helped establish the role of management for maintaining stability and efficiency. Taylor created new standards for production through correct movements, tools, and proper sequencing, each laborer was able to pull the efficient load for the amount of time he was allowed (Daft, 2013, p. 26). In contrast, a learning organization would be viewed from a symbolic frame of reference. In this style of organization, the manager emphasizes " symbols, vision, culture and inspiration" (Daft, 2013, p. 26).

In a learning organization the product is a trained or educated student, not a physical, manufactured product. Within a learning organization, shared information is as important as iron ore to an efficient performance

<https://assignbuster.com/springer-liberty-university-organizational-design-and-structure/>

organization. In the steel industry, iron ore makes steel. In a learning organization, shared information helps to manufacture a trained student. Not only is the organization providing information to the student, it is continuously trying to improve the learning process. Shared information is the key to the improvement process.

An efficient performance organization is based on a hierarchy of command in a more functional design. There is very little collaboration or overlapping responsibilities between people. Q: Discuss how an organization's approach to sharing information may be related to other elements of organization design such as: structure, tasks, strategy, and culture. A: Structure: Commonly work groups are structured to perform activities that work in the same group, from the bottom to the top of the organization. There is very little collaboration and control by upper level managers.

This structure can have high efficiency in productions and in keep up with the problems and opportunities that face many companies in today's market. There has been a decrease in top senior positions to support finance or human resources, teams are being organized as a work unit (Daft, 2013, p. 30). Tasks: Typically in organizations tasks are broken down into pieces of assigned work that are categorized into specialized and separate parts. With the control of tasks and the knowledge employees are expected to perform the tasks they are given.

The efficient performance organization supports Job descriptions and Job functions that break down the task with clear expectations and

performances, the learning objective initiates the creative and role concept. This role may constantly change and evolve as specific goals and objectives are being determined (Daft, 2013, p. 30). Strategy: The efficient performance organization defines the plan at the top of an organization that encompasses a vision and a mission statement. No input is usually added from the employees thus making upper management the only ones with influence or a voice in any matter.

You have to see the future but create a plan in the present. Goals and strategies define the scope of the operation and the relationship among the employees, competitors and customers (Daft, 2013, p. 0). Culture: An efficient performance organization may use old school techniques and motivation to. The learning organization promotes improvement, change, openness, equality, and is sometimes described as a family environment where the employees are treated with respect and embraced for their leadership qualities (Daft, 2013, p. 20-21).

Q: What are some differences that one might anticipate among the expectations of stakeholder for a nonprofit organization versus a for-profit business? A: The biggest difference between these two kinds of stakeholders is the expectation for financial reward. Non-profit organizations are not expected to make any profit through its operations so the stakeholders don't expect this but stakeholders in profit making organizations expect the company to make profits for their benefit. Both models have to generate a profit in order to survive and grow.

In addition, both have to generate money to pay their bills. If a corporation is to acquire new assets it will need profits to grow so they can invest. With a non profit, contributions from corporations and from other people can be used to invest (Daft, 2013, p. 13). Q: Do you believe nonprofit managers have to pay more attention to stakeholders than business managers? A: Managers for nonprofit companies need to pay attention to the business because when they do not get contributions they may not be able to meet operating cost for the business.

Also, managers direct their activities towards earning money for the company and while managers direct their efforts toward generating some kind of social impact for stakeholders (Archie ; Shebang, 2009, p. 85). Q: How might a company's goals for employee development be related to its goals for innovation and hangs? How might a company's goals for employee development be related to its goals for productivity? Explain the ways that these types of goals may conflict in an organization? A: Employee development helps to maintain a trained, motivated and committed workforce so that they are able to respond to innovation and change.

Employees are able to produce goods and services and some goals may initially cause a decrease in profit and because employee development can be costly. Goals goal and implement strategies for productivity that can be approached differently by employees. This can also cause conflict, but the best plan can be determined by trial and error. Symptoms of structural deficiency can appear as a result of too many problems and to many decisions related to those problems, if the hierarchy

delegates responsibility to the lower levels it still may be insufficient.

<https://assignbuster.com/springer-liberty-university-organizational-design-and-structure/>

Different organizational structures need to use innovation to accompany all aspects of decision making, ranging from what the marketing department may need to what the research department may need. If the structure does not define clear goals, responsibilities and mechanisms for coordination, a decline in employee performance can occur. If you have too much conflict you must combine all goals to encase the entire organization ( Daft, 2013, p. 108-109). Q: Suppose you have been asked to evaluate the effectiveness of the police department in a medium-sized community.

Where would you begin? How would you proceed? What effectiveness approach would you prefer? A: This question can be answered by many different approaches, you can identify the goals, resources, and the internal process of the department since the department is a social organization as well as part of the government, and the community, the overall satisfaction of the employees also helps assess the department for its overall satisfaction. Q: What types of organizational activities do you believe are most likely to be outsourced?

A: Organizations prefer to outsource their IT functions like website development, software upgrading, data feeding, and data warehousing. The human resources department and business processes function to perform like recruitment, secretarial service, payroll, accounting, keeping, maintaining invoice, management of taxes and auditing to in compliance with corporate governance. They may even outsource recruitment, hiring, and employee training (Daft, 2013, p, 101-102).

Q: What types are least likely? A: The least likely portion of an organization to be outsourced would probably be sales and marketing, these things matter more to the core structure of the organization. Company employees have a better understanding of the industry and they invest their interest in the company with the decisions they make for the benefit of the company's overall goals (Daft, 2013, p. 102). Q: How can/should a biblical worldview be applied?

A: " If among you, one of your brothers should become poor, in any of your towns within your land that the Lord your God is giving you, you shall not harden your heart or shut your hand against your poor brother, but you shall open your hand to him and lend him sufficient for his need, whatever it may be. Take care lest there be an unworthy thought in your heart and you say, 'The seventh year, the year of release is near,' and your eye look grudgingly on your poor brother, and you give him nothing, and he cry to the Lord against you, and you be guilty of sin.

You shall give to him freely, and your heart shall not be grudging when you give to him, because for this the Lord your God will bless you in all your work and in all that you undertake. For there will never cease to be poor in the land. Therefore I command you, You shall open wide your hand to your brother, to the needy and to the poor, in your above passage, it advocates we give to those that are poor or more needy ourselves. It says we should give to charity freely which in turn helps non-profit organizations roved for those that need help, likewise we can give leadership by providing our time and experience in helping that agency.